****

**Strategic Plan**

**2018 – 2021**

****

**About PWdWA**

**Our Vision**People with disability are equal and valued citizens.

**Our Mission**

Advocating for the rights, and empowering people with disability in WA

**We value**

* Human rights
* The unique experiences of people with disability
* Self-empowerment- supporting people to take control of their own lives

**Guiding principles**

We will:

* Be passionate, innovative and fearless in defending and promoting the rights and interests of people with disability.
* Be available to people to listen and respond to their needs.
* Adapt our services to suit people’s individual needs and circumstances.
* Be well researched and think carefully about our advice and actions.
* Work and maintain relationships with other organisations who have similar aims and objectives.
* Be open and honest about everything we do.
* Use resources in the most efficient way possible.
* Involve people with disability in everything we do.
* Value our staff, committee and volunteers.

**Our Strategic Goals for 2018 – 2021**

1. **Be widely recognised as the peak disability rights and advocacy organisation in WA**
2. **Provide high quality advocacy programs to people across WA**
3. **Develop and deliver projects that build the capacity of people with disability and the community**
4. **Maintain responsible and strong governance**

**How will we know if/when we have achieved our goals?**

We will:

* Apply our Strategic Plan as a quality framework;
* Set goals, milestones and timeframes for when we will achieve specific actions;
* Develop our Operational Plan according to the Strategic Plan goal areas;
* Develop performance measures and a reporting process across the organisation; and
* Report against our goals monthly and in our annual report.

**How we will work towards our goals**

 **Strategic Goal 1**

Be recognised as the peak disability rights and advocacy organisation in WA

We will:

* Tell people who we are and what we do
* Maintain relationships with other advocacy and support organisations state-wide and nationally
* Maintain strong connections with media
* Maintain strong connections with the government and opposition
* Maintain a website and social media platform that has relevant, up to date and accessible information
* Maintain our identity by providing strong and timely advocacy for people with disability

**Strategic Goal 2**Provide high quality advocacy programs across WA
We will:

* Provide high quality individual issue-based advocacy
* Run systemic campaigns that are evidence-based
* Promote self-advocacy and peer support
* Develop our rural and remote outreach and links with local groups and hubs.
* Ensure everything we do is done the best possible way.

**Strategic Goal 3**

Develop and deliver projects that build the capacity of people with disability and the community

We will:

* Deliver our funded projects within scope and budget
* Ensure project plans are developed and monitored, and progress reported
* Understand the risks of the project
* Apply our principles and values to the project design, including Co-design
* Engage our membership in the projects where possible
* Seek further funding for projects that meet our vision

**Strategic Goal 4**Maintain responsible and strong governance

We will:

* Ensure our staff and Volunteer Committee of Management:
	+ Are engaged in strategic planning and review operational performance;
	+ Have the skills and expertise needed to undertake their role;
	+ Are provided with the information and support they need; and
	+ Are aware of policies and procedures.
* Seek feedback from our members to develop our services
* Have a succession plan for consistent and secure management into the future
* Maintain a positive working relationship between Staff, Committee of Management and all stakeholders

**Our work**

People with disabilities WA is the peak disability advocacy organisation in WA. We offer services across the state including metropolitan, rural and regional areas. We provide non-legal issue-based advocacy to people with disability with serious or urgent problems. We give priority to people who are most at risk and cannot access other services. Service providers refer their clients for our high-quality individual advocacy. Feedback from people who have used our service reveal a high level of satisfaction.

We also advocate for better systems that make positive long-term improvements in society. We work to remove barriers and stop discriminatory practices. Our work ensures the rights of people with disability are promoted, respected and protected. All our systemic advocacy work follows the principles of the United Nations Convention on the Rights of People with Disability.

PWdWA builds individual and sector capacity through programs such as

* Connect with Me: co-design model
* Diversity Field Officer program
* NDIA Disability Peer Support project
* Regular information updates on relevant issues and campaigns

We work closely with other non-government stakeholders to lobby for changes to legislation, policy and service delivery. We also work with the Western Australian Disability Coalition, develop policy and contribute to local and national reviews. We do this by consulting broadly with members and other key stakeholders. We regularly participate in sector reference groups. Recently, we provided input into reviews of the National Disability Strategy, Disability and National Employment Framework, NDIS policies and the national Quality and Safeguards Commission.

**Who we are**

In 2018, PWdWA has 14 staff in the areas of Advocacy, Projects and Administration. We encourage people with disabilities to apply for all roles in our organization. All our Committee of Management members are people with disabilities. They ensure PWdWA continues to be managed in an appropriate and effective way with a commitment to high standards. Our members are people with disability, their families, organisations and others who are interested in, and support, our work.

**Our funding**

The WA Department of Communities, Disability Services and the Commonwealth Department of Social Services fund PWdWA. We receive grants for specific projects or programs, such as the Connect with Me: codesign model (funded by WA Department of Finance) and the Diversity Field Officer Service program (funded by the WA Department of Communities, Disability Services).

**How we developed this plan**

We consulted with the Committee of Management, staff, and members to gather feedback on our current work and help determine our strategic direction over the next four years. We thank everyone who helped develop the plan.

**Disability Advocacy Statewide**

****

**FIND US ON**

www.facebook.com/PeopleWithDisabilityWA

Email: info@pwdwa.org

Website: www.pwdwa.org

Oasis Lotteries House 1/37 Hampden Road Nedlands WA 6009

Ph: (08) 9485 8900 Country: 1800 193 331
Via the National Relay Service: 133 677

ABN: 36 733 500 946

PWdWA is funded by the Western Australian Department of Communities Disability Services and The Australian Department of Social Services.